



WAGE DETERMINATION NO: 94-2097 REV (11) AREA: DE,WILMINGTON

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross

Division of

Wage Determination No.: 1994-2097

Revision No.: **11**Director

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Queen Anne's, Talbot

New Jersey County of Salem

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE	RATE
Mortician		17.00
School Crossing Guard (Crosswalk Attendant)		8.83
Administrative Support and Clerical Occupations		
Accounting Clerk I		8.76
Accounting Clerk II		11.29
Accounting Clerk III		12.92
Accounting Clerk IV		15.48
Court Reporter		12.84
Dispatcher, Motor Vehicle		11.61
Document Preparation Clerk		10.33
Duplicating Machine Operator		10.33
Film/Tape Librarian		11.75
General Clerk I		8.24
General Clerk II		10.22
General Clerk III		11.34
General Clerk IV		13.10
Housing Referral Assistant		15.31
Key Entry Operator I		8.93
Key Entry Operator II		11.70
Messenger (Courier)		8.24
Order Clerk I		9.71
Order Clerk II		12.62
Personnel Assistant (Employment) I		10.35
Personnel Assistant (Employment) II		12.69
Personnel Assistant (Employment) III		13.92
Personnel Assistant (Employment) IV		15.83
Production Control Clerk		15.31
Rental Clerk		11.75
Scheduler, Maintenance		11.75
Secretary I		11.75
Secretary II		12.84
Secretary III		15.31
Secretary IV		17.80
Secretary V		19.97
Service Order Dispatcher		10.42
Stenographer I		14.16
Stenographer II		14.89
Supply Technician		17.05

Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	10.54
Test Examiner	12.84
Test Proctor	12.84
Travel Clerk I	8.91
Travel Clerk II	9.63
Travel Clerk III	10.44
Word Processor I	11.18
Word Processor II	12.40
Word Processor III	13.57
Automatic Data Processing Occupations	
Computer Data Librarian	11.19
Computer Operator I	12.61
Computer Operator II	13.89
Computer Operator III	16.57
Computer Operator IV	17.67
Computer Operator V	20.03
Computer Programmer I (1)	14.47
Computer Programmer II (1)	17.92
Computer Programmer III (1)	21.57
Computer Programmer IV (1)	25.31
Computer Systems Analyst I (1)	21.28
Computer Systems Analyst II (1)	26.20
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	11.19
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.46
Automotive Glass Installer	15.27
Automotive Worker	15.27
Electrician, Automotive	15.86
Mobile Equipment Service	14.06
Motor Equipment Metal Mechanic	16.46
Motor Equipment Metal Worker	15.27
Motor Vehicle Mechanic	16.46
Motor Vehicle Mechanic Helper	13.47
Motor Vehicle Upholstery Worker	14.66
Motor Vehicle Wrecker	15.27
Painter, Automotive	15.86
Radiator Repair Specialist	15.27
Tire Repairer	13.58
Transmission Repair Specialist	16.46
Food Preparation and Service Occupations	
Baker	11.66
Cook I	10.73
Cook II	11.66
Dishwasher	8.83
Food Service Worker	8.83
Meat Cutter	11.66
Waiter/Waitress	9.39
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	19.04
Furniture Handler	15.27
Furniture Refinisher	19.04
Furniture Refinisher Helper	16.02
Furniture Repairer, Minor	17.53
Upholsterer	19.04
General Services and Support Occupations	
Cleaner, Vehicles	8.83
Elevator Operator	8.83
Gardener	10.73
House Keeping Aid I	8.24
House Keeping Aid II	8.83
Janitor	8.83
Laborer, Grounds Maintenance	9.39
Maid or Houseman	8.24

Pest Controller	11.20
Refuse Collector	8.83
Tractor Operator	10.29
Window Cleaner	9.39
Health Occupations	
Dental Assistant	11.22
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.39
Licensed Practical Nurse I	8.93
Licensed Practical Nurse II	10.03
Licensed Practical Nurse III	11.22
Medical Assistant	10.03
Medical Laboratory Technician	10.03
Medical Record Clerk	10.03
Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.19
Nursing Assistant III	8.93
Nursing Assistant IV	10.03
Pharmacy Technician	12.50
Phlebotomist	10.03
Registered Nurse I	13.89
Registered Nurse II	17.00
Registered Nurse II, Specialist	17.00
Registered Nurse III	20.56
Registered Nurse III, Anesthetist	20.56
Registered Nurse IV	24.65
Information and Arts Occupations	
Audiovisual Librarian	17.80
Exhibits Specialist I	15.87
Exhibits Specialist II	19.79
Exhibits Specialist III	22.46
Illustrator I	15.87
Illustrator II	19.79
Illustrator III	22.46
Librarian	19.97
Library Technician	12.84
Photographer I	13.25
Photographer II	15.87
Photographer III	19.79
Photographer IV	22.11
Photographer V	27.91
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.64
Counter Attendant	6.64
Dry Cleaner	8.34
Finisher, Flatwork, Machine	6.64
Presser, Hand	6.64
Presser, Machine, Drycleaning	6.64
Presser, Machine, Shirts	6.64
Presser, Machine, Wearing Apparel, Laundry	6.64
Sewing Machine Operator	9.00
Tailor	9.64
Washer, Machine	7.12
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	19.04
Tool and Die Maker	22.08
Material Handling and Packing Occupations	
Forklift Operator	14.81
Fuel Distribution System Operator	15.00
Material Coordinator	17.65
Material Expediter	17.65
Material Handling Laborer	12.52
Order Filler	12.31
Production Line Worker (Food Processing)	16.11
Shipping Packer	13.27

Shipping/Receiving Clerk	13.27
Stock Clerk (Shelf Stocker; Store Worker II)	14.84
Store Worker I	11.18
Tools and Parts Attendant	16.02
Warehouse Specialist	16.11
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.82
Aircraft Mechanic Helper	16.02
Aircraft Quality Control Inspector	21.90
Aircraft Servicer	17.53
Aircraft Worker	18.30
Appliance Mechanic	19.04
Bicycle Repairer	16.17
Cable Splicer	19.82
Carpenter, Maintenance	19.04
Carpet Layer	18.30
Electrician, Maintenance	20.89
Electronics Technician, Maintenance I	12.67
Electronics Technician, Maintenance II	19.67
Electronics Technician, Maintenance III	21.12
Fabric Worker	17.53
Fire Alarm System Mechanic	19.82
Fire Extinguisher Repairer	16.94
Fuel Distribution System Mechanic	19.82
General Maintenance Worker	18.30
Heating, Refrigeration and Air Conditioning Mechanic	19.82
Heavy Equipment Mechanic	19.82
Heavy Equipment Operator	19.82
Instrument Mechanic	19.82
Laborer	13.55
Locksmith	19.04
Machinery Maintenance Mechanic	18.45
Machinist, Maintenance	18.94
Maintenance Trades Helper	16.02
Millwright	19.82
Office Appliance Repairer	19.04
Painter, Aircraft	19.04
Painter, Maintenance	19.04
Pipefitter, Maintenance	21.51
Plumber, Maintenance	19.04
Pneudraulic Systems Mechanic	19.82
Rigger	19.82
Scale Mechanic	18.30
Sheet-Metal Worker, Maintenance	19.82
Small Engine Mechanic	18.30
Telecommunication Mechanic I	19.82
Telecommunication Mechanic II	20.54
Telephone Lineman	19.82
Welder, Combination, Maintenance	19.82
Well Driller	19.82
Woodcraft Worker	19.82
Woodworker	17.53
Miscellaneous Occupations	
Animal Caretaker	9.85
Carnival Equipment Operator	9.85
Carnival Equipment Repairer	10.73
Carnival Worker	8.83
Desk Clerk	11.78
Embalmer	17.00
Lifeguard	10.49
Park Attendant (Aide)	13.24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.49
Recreation Specialist	16.33
Recycling Worker	10.29
Sales Clerk	10.49

Sport Official	10.49
Survey Party Chief (Chief of Party)	13.68
Surveying Aide	8.96
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.29
Swimming Pool Operator	11.13
Vending Machine Attendant	10.29
Vending Machine Repairer	11.13
Vending Machine Repairer Helper	10.29
Personal Needs Occupations	
Child Care Attendant	11.78
Child Care Center Clerk	14.69
Chore Aid	8.24
Homemaker	16.33
Plant and System Operation Occupations	
Boiler Tender	19.82
Sewage Plant Operator	19.04
Stationary Engineer	19.82
Ventilation Equipment Tender	16.02
Water Treatment Plant Operator	19.04
Protective Service Occupations	
Alarm Monitor	10.91
Corrections Officer	15.84
Court Security Officer	17.52
Detention Officer	15.84
Firefighter	17.56
Guard I	8.06
Guard II	12.95
Police Officer I	19.16
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.40
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.63
Stevedore II	18.89
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.74
Air Traffic Control Specialist, Station (2)	18.44
Air Traffic Control Specialist, Terminal (2)	20.31
Archeological Technician I	14.27
Archeological Technician II	16.00
Archeological Technician III	19.79
Cartographic Technician	19.79
Cashier	9.62
Civil Engineering Technician	19.79
Computer Based Training (CBT) Specialist/ Instructor	21.28
Drafter I	11.25
Drafter II	15.12
Drafter III	16.50
Drafter IV	23.77
Engineering Technician I	12.86
Engineering Technician II	14.43
Engineering Technician III	17.79
Engineering Technician IV	21.66
Engineering Technician V	26.36
Engineering Technician VI	28.16
Environmental Technician	17.67
Flight Simulator/Instructor (Pilot)	26.20
Graphic Artist	21.28
Instructor	20.84
Laboratory Technician	16.57
Mathematical Technician	19.79
Paralegal/Legal Assistant I	13.56
Paralegal/Legal Assistant II	17.80
Paralegal/Legal Assistant III	21.78
Paralegal/Legal Assistant IV	26.36

Photooptics Technician	17.72
Technical Writer	22.54
Unexploded (UXO) Safety Escort	17.00
Unexploded (UXO) Sweep Personnel	17.00
Unexploded Ordnance (UXO) Technician I	17.00
Unexploded Ordnance (UXO) Technician II	20.56
Unexploded Ordnance (UXO) Technician III	24.65
Weather Observer, Combined Upper Air and Surface Programs (3)	15.00
Weather Observer, Senior (3)	18.45
Weather Observer, Upper Air (3)	15.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.97
Parking and Lot Attendant	12.29
Shuttle Bus Driver	9.73
Taxi Driver	9.30
Truckdriver, Heavy Truck	17.57
Truckdriver, Light Truck	14.97
Truckdriver, Medium Truck	16.86
Truckdriver, Tractor-Trailer	17.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

OCCUPATION NOTES:

Window Cleaner: The rate for the Window Cleaner occupation does not apply to Salem County, New Jersey.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the

actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer. REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
 - 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
 - 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
 - 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
 - 5) The contracting officer transmits the Wage and Hour decision to the contractor.
 - 6) The contractor informs the affected employees.
- Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.
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